

EMPLOYMENT COMMITTEE

Minutes of the meeting held on Monday, 28 June 2004 at the Town Hall, Royal Leamington Spa at 4.30 pm.

PRESENT: Councillor Crowther (Chair), Councillors Mrs Begg, Hammon, Hatfield, Kundi and Tamlin.

(Apologies for absence were received from Councillors Boad and Mrs Bunker)

149. **DECLARATIONS OF INTEREST**

There were no declarations of interest.

150. **RETIREMENT AGE**

The Committee considered a report from Corporate Personnel Services seeking approval for amendments to the retirement age for employees'.

Currently staff retirement took place the day before the employee's sixty fifth birthday. The Chief Executive could extend this by a 12 month period and should a further extension be sought a report must be submitted to this Committee.

In preparation for the forthcoming law on age discrimination which would take effect in October 2006, the Government had issued a consultation document, Equality and Diversity: Age Matters.

This covered a wide range of issues including age related discrimination in the whole of the employment cycle – from recruitment, pay, training and development, appraisal, dismissal, redundancy and retirement.

The consultation document proposed that compulsory retirement ages which employers set would be unlawful unless they can be objectively justified. It sought views in relation to a default decision of 70 when employers could require staff to retire without justifying their decision. Employers would be free to continue employing people beyond the age of 70.

In light of this it would be difficult to justify not granting any request to work past the age of 65 on the basis of age. Any concerns in relation to performance or health would be addressed in the same way as for a younger member of staff.

EMPLOYMENT COMMITTEE (Continued)

RESOLVED that

- (1) the necessity to request approval by the Chief Executive to work past the age of 65 and approval from the Employment Committee to work past the age of 66, be terminated; and
- (2) the Assistant Chief Executive (Personnel) be authorised to approve requests to work past the age of 70 years.

(The meeting ended at 4.38 p.m.)

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